

# **PSYCHOLOGY INTERNSHIP PROGRAM**

**United States Medical Center**

**for**

**Federal Prisoners  
Springfield, Missouri**

Accredited by the  
American Psychological Association

Member, Association of Psychology Postdoctoral  
and Internship Centers (APPIC)

**Note to all applicants: This internship site agrees to abide by the APPIC Policy that no person at this training facility will solicit, accept or use any ranking-related information from any intern applicant.**

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## **PHILOSOPHY AND OBJECTIVES**

We're delighted that you're considering the U.S. Medical Center for Federal Prisons as a potential internship for the upcoming internship year. Our internship program at the Medical Center for Federal Prisoners seeks to foster the professional and personal growth of each intern. The program is structured to provide certain core experiences to each intern, yet is flexible in that the training experience is individualized to provide learning opportunities in areas of special interest. Often, we request input from the intern in selecting training experiences designed for the intern's specific training needs. The internship year at the Medical Center for Federal Prisoners permits each intern to practice previously learned skills and develop new clinical skills under the supervision of a variety of experienced psychologists representing a diversity of professional orientations. Our staff adhere to a scientist-practitioner model of supervision with our primary goal being the training of general adult practitioners. The internship experience fosters the improvement and acquisition of traditional skills in assessment and psychotherapy with a broad spectrum of patients. Interns collaborate with a variety of professional disciplines and develop increasing sensitivity to ethical and cultural issues. Since the training experience is primarily within a hospital-correctional setting, it has a decidedly forensic orientation and would be of particular interest to predoctoral applicants with a burgeoning interest in forensic psychology. The internship program, however, prepares each aspiring psychologist for a broad range of future employment opportunities particularly those seeking future employment in a correctional setting. We are looking forward to receiving your application for consideration into our program. Good luck with your application process.

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David Mrad, Ph.D., ABPP  
Director of Clinical Training

## **OVERVIEW OF THE FEDERAL BUREAU OF PRISONS**

In June of 2000, the Bureau of Prisons' institutions housed approximately 147,000 federal prisoners. Most of these individuals are serving sentences for offenses involving bank robbery or illegal drugs, but "white collar" crimes such as embezzlement, bank and credit card fraud, and securities violations are also represented among the prison population.

Inmates convicted of the most serious offenses and those whose institutional adjustment is poor are housed in maximum security settings, or penitentiaries. Most inmates live in medium or minimum security institutions affording greater degrees of personal freedom. Most facilities have in-house support services, including Medical and Psychology Departments. However, the Bureau maintains a series of hospitals to provide for prisoners whose needs cannot be adequately addressed in general population settings.

Male and female inmates are diverse in their cultural orientations, educational levels, mental conditions, motivations, needs, and abilities. Some have made conscious decisions to engage in repeated criminal acts. Others are incarcerated for offenses which reflect uncharacteristic behavior, perhaps due to poor judgement and situational stress. Many inmates suffer from serious mental and behavioral disorders and require assistance in maintaining the degree of psychological stability necessary to function adequately in their environment. Most institutions offer psychology services to these inmates.

The prevailing philosophy regarding rehabilitation is that it is not something that can or should be forced upon an inmate. However, the Bureau provides ample resources to assist those who are motivated to change maladaptive thought and behavior patterns. These include academic and vocational programs, which have enabled thousands of prisoners to earn high school equivalency certificates and to gain proficiency in graphic arts, food services, diesel mechanics, engine repair, computer sciences, and other marketable skills.

## **PSYCHOLOGY SERVICES IN THE BUREAU OF PRISONS**

Within most institutions of the Federal Bureau of Prisons, psychologists function as the main providers of mental health services to inmates. Departments range in size from a single individual to as many as twelve psychologists, and operate in much the same way as community mental health centers do. Most clients are self-referred, while some are sent by other staff, or are advised by the Federal Courts or parole boards to seek treatment. In all cases, inmates have the right to accept or refuse psychological services.

Approximately 60% of federal inmates have been convicted of drug-related crimes, and the majority of these individuals have substance abuse histories. In response to this, Psychology Services has formulated DAP, the Drug Abuse Program, a treatment program which combines didactic and therapeutic approaches to offer clients a way out of the addiction-crime-prison cycle.

Psychologists are also called upon to respond to a range of other problems. They provide crisis intervention to acutely suicidal and psychotic individuals as well as long-term psychotherapy to those seeking to resolve a variety of deeply entrenched, self-defeating habits.

Psychologists frequently provide assessments. Often, these are referrals from the Federal Courts or parole boards. Sometimes, other staff, particularly the Education Department, will request evaluations. Some Bureau psychologists have been involved in conducting psychological assessments of candidates for the Federal Witness Protection Program.

The Bureau of Prisons employs only doctoral-level clinical and counseling psychologists. Staff are required to be licensed or license eligible, and are encouraged to seek further credentialing (e.g., ABPP, APA Division Fellowship). Maintaining professional competencies is a priority and annual continuing education is guaranteed to every Bureau psychologist.

Starting from a mere seven institutions housing 12,000 inmates, the Bureau of Prisons has grown to its present size in the 60 years of its existence. Today the prison population is increasing at an unprecedented rate. In order to house and care for these inmates, new institutions will be built, and thousands of new staff members hired. Among these will be many psychologists, making the Federal Bureau of Prisons one of the largest employers of clinical and counseling psychologists in the United States.

# **THE BOP PSYCHOLOGY INTERNSHIP PROGRAM:**

## **AN OVERVIEW**

For years, the Federal Bureau of Prisons has been training psychology interns at its correctional institutions throughout the United States. Our primary purpose has been to prepare students to become general clinicians, and beyond this -- since many interns join the Bureau as staff psychologists upon completion of their training -- to teach a specialty in the provision of mental health services in correctional settings.

Recently, the Bureau's psychology internship program was restructured to assure the quality of training and to accommodate the changing needs of today's predoctoral psychology interns. The new program concentrates resources in several institutions, each of which was selected on the basis of the commitment of its staff to providing training, and to its geographic proximity to other mental health agencies which could serve as adjuncts to the program.

The original sites chosen to host these programs were the Federal Correctional Institutions at Fort Worth, Texas; Lexington, Kentucky; Morgantown, West Virginia; Petersburg, Virginia, Tallahassee, Florida, Butner, North Carolina; and the United States Medical Center for Federal Prisoners at Springfield, Missouri. Presently, ten programs have been fully accredited by the American Psychological Association (Atlanta, Butner, Fort Worth, Lexington, Los Angeles, Morgantown, Petersburg, Rochester, Springfield, and Tallahassee).



Bureau of Prisons Psychology Internship Programs share several "core" elements, in order to facilitate quality assurance in training. Interns receive graduated exposure to the clinician role, practicing with greater independence as their skills and confidence increase, always with supervisors available for assignment of challenging therapy cases, and a sequence of seminars designed to increase interns' general fund of clinical knowledge, as well as their understanding of the specialized issues of opportunities to engage in research are also key aspects of the experience.

All trainees spend one day per week in an outplacement, such as a community mental health center or psychiatric hospital. This enables them to gain the benefits of working with a more heterogeneous client population; training in more "traditional" settings provides interns with a perspective on their experiences with inmate clients.

We find that potential interns often ask the following questions:

Q: Is it safe to work in a prison?

A: The Federal Prison system has implemented many security procedures and installed an array of equipment to optimize safety for staff and inmates. In this and many other respects, we consider ourselves second to no other prison system in the world. Although it would be impossible to guarantee unconditionally anyone's safety in a correctional (or any other work) setting, all incoming psychology interns receive extensive training on safety issues so they are comfortable when they begin working in this setting.

Q: Won't my training be too limited if I just work with inmates?

A: Prisoners are individuals, much more different than they are alike. There are many parallels that can be drawn between the presenting problems and client characteristics of prisons and community mental health centers. For example, there are those who use mental health services appropriately and those with hidden agendas, clients in crisis and those with less acute but more long-term concerns, and some with greater psychological resources than others.

While some inmates fit the popular stereotype of the hardcore criminal or repeat offender, others are first-time offenders who genuinely want to change the maladaptive behavior and thought patterns that led them to prison. Some are "white-collar" offenders. Others, reflecting what Dr. Linda Teplin has referred to as "the criminalization of the Mentally Ill," are victims of severe Axis I disorders, including schizophrenia and bipolar affective disorder.

However, we readily acknowledge that prison inmates constitute a homogeneous population to some degree. It is partly for that reason that one of the core elements of the program is a one day per week outplacement.

Q: How "marketable" will my internship be?

A: We seek interns who are interested in being trained as clinical generalists and who also would like to learn a specialty in substance abuse, forensic assessment, and/or correctional

psychology. Upon completion of their training, many interns accept offers of employment with the Bureau of Prisons. However, others assume positions in community mental health centers, private practices, hospitals, and other settings.

Q: Would I have the chance to focus at length on specific sub-areas of psychology during my internship?

A: The Bureau of Prisons has made it a point to provide enough flexibility in the internship program model to accommodate the interests of all interns within limits. For example, some sites may provide training in a particular areas on-site or provide leave to allow an intern to attend off-site training.

Q: Is the Bureau of Prisons an Equal Opportunity Employer?

A: Absolutely. We highly encourage the applications of females and minorities.

# **THE MEDICAL CENTER FOR FEDERAL PRISONERS**

## **AND ITS MISSION**

Authorized by an act of Congress, the Medical Center for Federal Prisoners opened its doors in 1933 to provide medical, surgical, and mental health services for male inmates within the custody of the Federal Bureau of Prisons. The Medical Center was the first federal prison given responsibility for providing such services. The Medical Center is fully accredited by the Joint Commission for the Accreditation of Healthcare Organizations.

As noted previously, institutions within the Bureau of Prisons provide varying degrees of security from the least secure camps to the most secure penitentiaries. The Medical Center for Federal Prisoners is designed to provide services to patients from all security levels. Inmates in need of medical or mental health services are transferred to the Medical Center from federal institutions throughout the country. Many patients are also transferred to the Medical Center pursuant to court orders from federal jurisdictions nationwide. The Medical Center has an inmate population of approximately 1,100, of which 400 are medical or surgical patients and 350 are assigned to the Mental Health Services. The remaining 350 patients constitute a work cadre that assists in maintaining the facility. Inmates are involved with educational and vocational training, recreation facilities, and religious services.

The Medical Center has the largest staff and budget of any facility within the Federal Prison System. The two largest departments, Correctional Services and Nursing, employ 230 and 110 staff members respectively. There are approximately 20 physicians on the medical staff representing an assortment

of medical specialties. Currently, the psychology staff is composed of 11 licensed psychologists, one drug treatment specialist, four doctoral interns, and one post-doctoral fellow. There are six psychiatrists and five social workers.

The Medical Center is located in Springfield, Missouri, a city of approximately 200,000. Springfield, the third-largest city in Missouri, is located 170 miles south of Kansas City and 215 miles southwest of St. Louis.

## **THE PSYCHOLOGY SERVICE**

The Psychology Service is staffed by eleven doctoral level psychologists. Both clinical and counseling degrees are represented. All staff members are licensed, five staff members are board certified in forensic psychology and clerical support is provided by one Psychology Department secretary augmented by five secretaries assigned to other departments.

The Psychology Service is equipped with the traditional assessment tools of psychology. The service has several IBM computers with software for word processing scoring a variety of psychological tests, and for conducting statistical procedures. Psychology staff use a number of professional journals contained in the psychology department's library.

The psychology staff are located in offices near the housing areas where their patients reside. Each staff member and intern has a private office. Under the administrative direction of the Chief of Psychology, three staff psychologists work in the Mental Health Treatment Unit, five staff psychologists provide services on the Mental Health Evaluation Service, one staff member provides services to our work cadre and directs the drug treatment program, and one staff member works in the Medical/Surgical Unit. In accordance with the by-laws of the medical staff, licensed psychologists are members of the medical staff and have privileges to admit and discharge patients from the Psychiatric Treatment Service.

The current psychology staff are described in Appendix A.

## **DESCRIPTION OF PROGRAM**

### **Overview:**

The United States Medical Center for Federal Prisoners Internship Program is fully accredited by the American Psychological Association and meets all APA criteria for predoctoral internships in professional psychology. Any questions concerning accreditation procedures of this internship program can be directed to the Office of Program Consultation and Accreditation, American Psychological Association, 750 First St., NE, Washington, DC 20002-4242, (202) 336-5500.

The internship is considered a full-time position. It assures a minimum of forty hours of services and supervision per week. Release time for attending professional conferences can be arranged with the Director of Training.

An objective of the internship is to provide each intern with training experiences under the supervision of experienced psychologists in a variety of patient care settings. To attain this objective, each intern has a sequence of rotations at the Medical Center in addition to training at outplacement sites in the community. Each intern is in training 32 hours each week at the Medical Center and 8 hours per week at an outplacement site. Interns complete three four month rotations on the Mental Health Treatment Unit - Medical/Surgical Unit, Mental Health Evaluation Unit, and Work Cadre Unit/Substance Abuse Unit. Since it is believed that much can be learned from long-term therapy cases, each intern irrespective of the designated initial rotations, will be assigned individual therapy cases from the beginning of the internship and receive supervision from a licensed psychologist throughout the internship year.

### **Individual Supervision:**

The psychology internship program at the Medical Center adheres to APA guidelines for supervision. At a minimum, each intern will receive three hours of supervision each week at the Medical Center and one hour of individual supervision at the outplacement training site. There are presently eleven licensed psychologists on staff available for supervision, with supervisory duties divided fairly equally among them. The Director of Clinical Training is responsible for the development, implementation, and evaluation of the internship program. She works in conjunction with the Chief Psychologist in making training assignments, handling clinical and administrative problems, planning the sequence of formal training experiences, preventing duplication of experiences, and keeping close contact with other supervisors.

### **Seminars and Case Presentations:**

During the internship year, each intern will attend a sequence of seminars and case presentations. At the beginning of the internship year, each intern completes a two-week orientation course to the Bureau of Prisons and hospital procedures. Weekly didactic seminars are held throughout the internship year. Such seminars are typically one and one-half hours long and are taught by psychologists on staff, other professionals on staff, and psychologists practicing in the community. Interns, in some instances, prepare for seminars by completing assigned readings. Handouts and recommended readings also frequently follow such seminars, plus interns provide a written evaluation of each seminar to the Director of Clinical Training. A partial listing of last year's seminar schedule is presented in Appendix B.



The psychology intern is also expected to present one formal case presentation during the internship year under the guidance of their supervisor. In this group format, supervision is provided on various psychodiagnostic and psychotherapeutic issues as illustrated by the case material. These discussions also incorporate other important issues such as professional ethics and cultural considerations. The intern also attends a weekly therapy supervision group.

Two other seminars are required for the psychology intern. The weekly testing seminar provides didactic training on various psychodiagnostic measures utilized by psychologists. Interns have found this opportunity invaluable for developing a core knowledge of psychological testing as well as a forum for discussing practical experience. Interns are expected to be proficient at administering, scoring, and interpreting numerous psychological tests, including several malingering instruments commonly used in forensic evaluations. Additionally, the intern is expected to attend a weekly case-law seminar designed to discuss relevant case-law associated with forensic issues and mental health treatment issues. Both of these seminars require considerable reading.

### **Evaluation Procedures:**

Evaluation of interns is a continuous, systematic process. Interns receive frequent informal feedback during individual and group supervision sessions. A formal evaluation is completed at the completion of each rotation. At the outplacement sites, evaluations are completed on a quarterly basis. This information is discussed with each intern and addressed at bimonthly psychology staff meetings with all the supervisors in the presence of the respective intern. Narrative evaluations are also provided to the perspective training director of each intern's doctoral program.

Interns also provide evaluations of their internship experiences in a variety of ways. Interns are always encouraged to provide informal feedback to the Director of Training, Chief of Psychology, and intern supervisors. Formally, the interns complete regular evaluations of the supervisors and of seminars. At the end of the internship, the interns are asked to complete an evaluation of their intern experience.

## DESCRIPTION OF ROTATIONS

### **Mental Health Treatment:**

This rotation begins with training in diagnostic evaluation and personality assessment. The intern gains experience in evaluating sentenced inmates transferred from other prison facilities to determine if inpatient treatment is needed. The intern is involved in the process of assessing if involuntary court commitment should be pursued for individuals who are opposed to hospitalization. In this process, the intern will be instructed about relevant federal commitment laws and observe court proceedings at which testimony is offered concerning patient treatment needs and justifications for involuntary treatment and commitment.

The interns on this rotation also provide psychological services to male inmates troubled by a broad spectrum of psychological difficulties. Most of the patients in the Treatment Unit are psychotic with severe disorders in thinking and/or mood. An organic component is sometimes present in these patients. Most of the patients also have an underlying character disorder which frequently complicates treatment.

Interns on the Treatment Unit are members of a multidisciplinary team. Each team is represented by an array of disciplines such as psychiatry, psychology, social work, nursing, unit management, case management, and corrections. The team meets on a weekly basis and the members work together to provide optimum care for their assigned patients. In this context, the intern is expected to grow as a contributing team member as their confidence develops. Overseen by a supervising psychologist, each intern will be involved in the patient care process from admission to discharge.

Interns complete assessments of assigned patients and participate in the formulation of patient treatment plans. Interns provide individual therapy and co-lead group therapy sessions with their supervisors. Guidance and instruction is provided on hospital charting procedures. Interns become acquainted with the treatment regulations of the Joint Commission on the Accreditation of Healthcare Organizations and the Bureau of Prisons. The intern is exposed to ongoing quality assurance programs. This rotation also allows the intern to observe the effects of psychiatric medication. Collegial dialogues with unit psychiatrists further each intern's understanding of psychopharmacology. The intern will develop skills in crisis intervention and in assessment of dangerousness.

As part of this rotation, each intern is exposed to the psychological services provided to inmates receiving medical care. Interns placed on this rotation will work in the hospital consulting with medical and unit staff regarding treatment, and often lead or co-lead special needs groups. They will have an opportunity to work with a variety of behavioral medicine issues which may include pain management, stress reduction, biofeedback, AIDS and HIV positive counseling, neuropsychological assessment, dialysis and pulmonary management.

### **Mental Health Evaluation:**

On this rotation, the intern will complete evaluations of unsentenced inmates referred to the Medical Center from federal jurisdictions across the country. Most of such referrals request opinions on the issues of competency to stand trial and criminal responsibility. The intern will gain experience in the process of completing such psychological evaluations and applying the various federal legal standards to the referral issues. Great emphasis is placed on the preparation of written reports which are thorough yet relevant and understandable when read by judges and attorneys. The intern may have

an opportunity to accompany supervising staff members to court hearings and/or trials in cities which are within reasonable driving distance of the Medical Center. On such occasions, the intern will observe the drama of the adversarial process. Since the intern cosigns evaluations of forensic patients along with the supervisor, he/she is also subject to being subpoenaed to provide testimony in Federal Court.

**Work Cadre Unit/Substance Abuse Program:**

The Medical Center houses approximately 400 low security inmates who are assigned to the Work Cadre Unit. These inmates have no medical or acute mental health problems. Their needs and concerns are similar to other low security inmates in other federal institutions and range from adjustment reactions to substance abuse and schizophrenia. In many ways, this rotation resembles an outpatient clinic.

The Work Cadre rotations offers several training opportunities for interns. This rotation enables the intern to optimize training opportunities by focusing their involvement in areas of specific interests or needs. General areas in which all interns will become familiarized include: intake screenings, brief therapy, segregation reviews, the Psychology Services and Bureau data bases (PDS and Sentry), and an overview of the substance abuse treatment program. Specific areas where interns may elect to focus their training include, but are not limited to: individual and group therapy (including group therapy with dually diagnosed inmates); development, implementation and evaluation of inmate programs, individual assessment; and presentations in established programs including the Drug Abuse Education Program, Parenting Program, Pre-release Program, etc. Time invested in the Work Cadre

rotation will enable the intern to become familiar with the workings of a typical prison and the role of Psychology Services in the prison system.

While interns rotate on the Work Cadre Unit, they will work with our Drug Abuse Coordinator and Drug Treatment Specialist. Interns working in the Substance Abuse Program will be immersed in an intensive substance abuse treatment program which has become the prototype within the BOP for treating male addicts. Interns conduct individual therapy, co-lead therapy and educational groups, and participate as members of the treatment planning team.

## OUTPLACEMENT TRAINING

One day each week interns devote time to an outplacement training experience. Prior interns have provided outpatient services at six agencies in Springfield, Missouri: Behavioral Health Center, Marian Center, Southwest Missouri State University Counseling Center, St. John's Health Center, Neuropsychological Associates, and Missouri Rehabilitation Center. These outplacements provide interns with clinical experiences and patient populations not available at the Medical Center.

Outplacement experiences in the past have provided interns with training in the following areas:

- A. Individual and group therapy for self-referred individuals.
- B. Intra-agency consultations, mental status evaluations, and referrals.
- C. Marital therapy for couples and individuals.
- D. Psychological testing for emotionally disturbed children.
- E. Family therapy for families having histories of child abuse and/or domestic violence.
- F. Neuropsychological Testing and report writing.

Each intern will be responsible for obtaining mal-practice insurance for coverage at their outplacement sites. We will help you obtain this insurance before your internship begins. In past years, this insurance has cost the intern approximately \$150. The following is a description of our outplacements.

**Behavioral Health Care** - This is a group private practice that offers individual and group therapy experience and opportunities for providing psychological assessments. Past interns have also worked at a private psychiatric hospital under the supervision of one of the practice's psychologists. Supervision is provided by a licensed doctoral level psychologist.

**Marian Center** - This is an inpatient psychiatric facility that is part of the St. John's Health Center. Recently the Marian Center announced the addition of an outpatient chemical dependency treatment service that includes three levels of care for adults. The outpatient component is for patients in the early stages of chemical dependence. These individuals will attend one to three individual or group sessions each week. For patients with moderate impairment who require more structured therapy to maintain sobriety they will attend three hours of individual or group sessions, one to five days each week. Finally, the full day intensive outpatient is for patients whose chemical dependency has resulted in serious deterioration and need close monitoring and structured support. These patients attend six hours of individual and group sessions one to five days per week.

**Missouri Rehabilitation Center** - This is a state hospital which specializes in head trauma rehabilitation. The program has three facets: General inpatient post-acute rehabilitation, specialized behavioral management; and transitional living. The intern will be exposed to administration and interpretation of neuropsychological test measures and, most likely, individual and/or family therapy for rehabilitation patients. Patients are predominantly victims of closed head injury; however, a variety of neuropathology is represented such as open head injury, cerebrovascular accident, cerebrovascular hemorrhage, and encephalitic damage.



**Southwest Missouri State University Counseling Center** - The SMS counseling center provides psychological services and outreach programs designed to help students maximize their experiences at the University. The center offers individual, couples, and group counseling, crisis intervention, consultation, workshops, referral services, and training for students. The outplacement intern schedule consists of client appointments, supervision hour, staffing conference, seminar/training hour, and possible supervision of a graduate student trainee.

**St. John's Health Center - Physical Rehabilitation Department** - The Physical Rehabilitation Unit is a 35-bed inpatient department providing services to patients who have experienced head injuries, stroke, spinal cord injury, or some other type of neurological condition. An intern in this setting would conduct psychological evaluations, brief individual treatment, and participate on a treatment team working with a variety of health care professionals. Supervision is provided by one of the two doctoral level psychologists in the Psychology Service area. This outplacement provides exposure to a wide variety of medical patients in a large health care setting.

**Neuropsychological Associates**-this is a private practice. We will primarily be involved in conducting neuropsychological evaluations. Initially your supervisor may ask you to spend a considerable amount of time reviewing neuropsychological measures. This may include reading and learning to administer these tests. Eventually you will be asked to learn how to interpret these tests and generate a neuropsychological evaluation.

## **RESEARCH**

Adhering to a scientist/practitioner model, the value of research by psychologists is readily acknowledged. Thus, participation in research is strongly encouraged. Interns are urged to formulate and complete their dissertations during the internship year. Psychology interns lacking dissertation topics can receive guidance from the psychology staff. Interns can be provided up to four hours during each week to concentrate on their dissertation projects once the dissertation proposal has been approved by their committee. The allocation of time for this purpose is decided on a case-by-case basis by the intern's primary supervisor. Interns are expected to use this time in planning, conducting, and evaluating research. Psychology interns are also encouraged to collaborate with psychology staff in conducting other research projects. Recently conducted research studies have investigated malingering detected by the MMPI-2, cognitive malingering, internship training in a correctional setting, race differences on the MMPI-2, and use of the PCL-R and Rorschach in conducting risk assessments.

## APPLICATION PROCEDURES

Positions offered for the coming internship year are open to students enrolled in doctoral programs in Clinical or Counseling Psychology. Preference will be given to applicants from APA accredited programs in either Clinical or Counseling Psychology. Others are invited to apply. The Bureau of Prisons is an Equal Opportunity Employer and encourages the application of minority students. Positions will be filled strictly in accordance with APPIC policy. The deadline for completed applications is November 15, 2000. All materials should be returned to the Director of Clinical Training, Dr. David Mrad.

As completed packets are received, they are evaluated and suitable candidates are invited for an interview. Interviews will generally be held during January and scheduled in advance during December. A personal interview at the Medical Center has obvious advantages for both parties. When this is not feasible, a telephone interview can be arranged. However, the applicant must complete a personal interview at a Bureau of Prisons correctional facility before notification day.

**Since all Bureau of Prisons positions are designated as "sensitive," applicants must successfully complete a security clearance procedure before the offer of an internship position can be considered final. This procedure includes a personal interview as well as a background investigation and drug screening. This interview must take place before a tentative offer has been made. Personal interviews may take place at any Bureau of Prisons correctional facility, making it easier on applicants who cannot visit the site to which they are applying due to time or financial constraints.**

**Note: The deadline for completed applications is November 15th.**

For the past two years, a computer matching program has replaced the selection procedure previously used by APPIC member internship programs. All positions will be filled strictly in accordance with APPIC policy. Rank Order List Submission Day, the deadline by which all programs and applicants must submit their preference lists to APPIC, will be decided by APPIC at a later date. Notification of Results Day, will also be determined by APPIC at a later date.

Rank-ordering of applicants will be made through a two-step process. As completed application packages are received, they are evaluated and suitable candidates are contacted to arrange an interview. A personal interview is a prerequisite to the offer of a position. Applicants visiting the Medical Center tour the institution, meet staff and have lunch with the current interns. In this way, he or she gets a better feel for the program, and, consequently, more information on which to base a decision regarding rank-ordering it. It also gives us a chance to assess the candidate's interpersonal skills, which we view as relevant to the ability to work with clients and to form working relationships with both psychology and non-psychology staff, and the general "goodness of fit" of the applicant and our program.

Your package of material contains government application forms Declaration of Federal Employment and optional application. All applicants for Federal Government employment must complete **both**

**forms.** You may apply to one or more of the Bureau of Prison's internship programs, and your credentials will be evaluated independently at each site. However, in order to assure this, you will need to submit a separate, completed package to each program for which you wish to be considered.

Photocopies of the internship application and government forms are acceptable, but copies must be signed and dated in ink. Therefore, if you are applying to more than one program, do not sign the original. To have your application considered, all application materials must be received by **November 15.**

Completed application packages should include: (1) APPIC Application for Psychology Internship form, (if you do not have this form, please call me and I'll send you a copy), (2) Declaration of Federal Employment, (3) Optional Application for Federal Employment, (4) a current vita which lists academic and professional experience, and research, (5) official transcripts of all graduate coursework, (6) reference letters from three graduate faculty or supervisors who are familiar with your work in psychology as well as your personal qualifications, and (7) Verification of Internship Eligibility and Readiness Form completed by your Director of Training certifying readiness for internship. These materials should be sent to: David Mrad, Ph.D., Director of Clinical Training, Psychology Department, U.S. Medical Center for Federal Prisoners, Springfield, Missouri 65807. They can also be E-Mailed to [dmrad@bop.gov](mailto:dmrad@bop.gov). Feel free to visit our web page or direct any questions via E-mail or call Dr. Mrad at (417) 862-7041.

**This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept or use any ranking-related information from any intern applicant.**

## **COMPENSATION AND BENEFITS**

Psychology interns during the 2000-2001 training year will receive the following benefits: (1) a stipend of approximately \$27,000 (2) annual and sick leave earned at the rate of 1 hour per 20 hours worked, equivalent to 10.5 days for the year, (3) liability coverage for professional activities at the Medical Center for Federal Prisoners, (4) support for research activities, including dissertations, (one half-day per week is allowed for completing research) upon approval by the Director of Clinical Training and primary supervisor, (5) authorized annual leave to attend off-site training, upon approval by the Director of Clinical Training and Chief of Psychology. The yearly stipend is typically increased each year by a cost-of-living adjustment.

Following the internship year, the Bureau of Prisons offers many promising interns positions as staff psychologists. New staff are typically given a degree of choice in terms of geographic area and type of prison setting (minimum, medium, or maximum). If an intern is offered and accepts a position at a different facility than the one at which he/she was trained, the Bureau may pay a substantial portion of the moving expenses.

Because the stipend is so generous, interns are not permitted to engage in paid work outside the Bureau of Prisons during the internship year.

## **APPENDIX A**

### **PSYCHOLOGY STAFF**

Mark Carter, Ph.D. University of North Dakota, 1990. Staff Psychologist, Mental Health Treatment Unit; Individual and Group Therapy, Psychological Assessment, Multi-Cultural Counseling, and Ethical Issues.

William R. Carter, Psy.D. Forest Institute of Professional Psychology, 1989. Staff Psychologist, Mental Health Treatment Unit; Psychological Assessment, Individual, and Group Therapy.

Robert L. Denney, Psy.D., ABPP, ABPN Forest Institute of Professional Psychology, 1991. Staff Neuropsychologist, Board Certified in Forensic Psychology and Neuropsychology, Medical/Surgical Unit; Forensic Psychology, Neuropsychological Assessment, Malingering Memory Loss, and Behavioral Medicine.

Richart L. DeMier, Ph.D. University of Wisconsin-Milwaukee, 1994. Staff Psychologist, Mental Health Evaluation Unit. Psychological Assessment, Forensic Issues, Individual Psychotherapy.

Richard I. Frederick, Ph.D., ABPP. Oklahoma State University, 1986. Staff Psychologist, Mental Health Evaluation Unit; Forensic Issues, Psychological Assessment, and Malingering.

Julie Garrett, B.S.W., Southwest Missouri State University, 1987. Substance Abuse Treatment Specialist, Substance Abuse Unit; Group Therapy and Substance Abuse Issues.

David F. Mrad, Ph.D., ABPP. University of Missouri-St. Louis, 1980. Staff Psychologist, Mental Health Evaluation Unit; Forensic Issues, Dangerousness Assessment, Mental Health Law.

David L. Reuterfors, Ph.D., ABPP, North Texas State University, 1979. Chief of Psychology Services; Forensic Psychology, Court Testimony, Evaluating Mental Competencies, and Neuropsychological Assessment.

David L. Schlink, Ph.D. University of Missouri-Kansas City, 1988. Staff Psychologist, Mental Health Treatment Unit; Psychological Assessment, Individual and Group Therapy, and Substance Abuse Issues.

Georgina Totten, Ph.D. Ohio University, 1993. Staff Psychologist, Mental Health Treatment Unit; Individual and Group Psychotherapy, Health Psychology, and Sexual Abuse Recovery.



**APPENDIX B**  
**SEMINAR SCHEDULE 1999-2000**

<b><u>DATE</u></b>		<b><u>TOPIC</u></b>	<b><u>PRESENTER</u></b>
September	30	Institution Familiarization	Employee Development
October	7	Institution Familiarization	Employee Development
October	14	Psychology Services in the BOP	Dr. David Reuterfors
October	21	Ethics I	Dr. Mark Carter
October	28	Computer Utilization/PDS (Get computer password before didactic)	Dr. David Schlink
November	4	Research Policy in the BOP	Dr. Rick Frederick
November	11	Veteran's Day	
November	18	Differentiating Organic Mental Illness	Dr. Bob Denney
November	25	Thanksgiving	
December	2	Death and Dying	Dr. Lea Ann Preston
December	9	Federal Court System	Dr. David Mrad
December	16	Cultural Diversity	Dr. Rick DeMier
December	23	Panic Disorders	Dr. Georgina Totten
December	30	Open	
January	6	Risk Assessment I	Dr. Dave Mrad Dr. Mark Carter
January	13	Risk Assessment II	Dr. Dave Mrad Dr. Mark Carter
January	20	HIV/AIDS	Dr. Lea Ann Preston
January	27	Correlative Neuroanatomy I	Dr. Bob Denney

February	3	Correlative Neuroanatomy II	Dr. Bob Denney
February	10	Assessing Competencies	Dr. Dave Mrad
February	17	Psychopharmacology I	Dr. Carlos Tomelleri
February	24	Psychopharmacology II	Dr. Carlos Tomelleri
March	2	Psychopharmacology III	Dr. Carlos Tomelleri
March	9	Psychological Profile of Serial Murderers	Dr. David Mrad Dr. Mark Carter
March	16	Forensic Exculpatory & Mitigating Defenses	Dr. David Mrad
March	23	Assessing Criminal Responsibility I	Dr. David Mrad
March	30	Assessing Criminal Responsibility II	Dr. David Mrad
April	6	The Expert Witness	Dr. David Mrad
April	13	Role Playing Court Testimony	
April	20	Family and Employee Assistance Team	Dr. Russ Carter
April	27	Resolving a prolonged Therapeutic impasse	Dr. Georgina Totten
May	4	Malingered Amnesia	Dr. Rick Frederick
May	11	Controversial Issues in Forensic Psychology	Dr. Rick DeMier
May	18		Post Doc
May	25	Overview of Psychoneuroimmunology	Dr. Bob Denney
June	1	Theories of Substance Abuse	Dr. David Schlink
June	8	Domestic Abuse	Dr. David Mrad

June	15	Self Mutilation I	Dr. Russ Carter
June	22	Self Mutilation II	Dr. Russ Carter
June	29	Substance Abuse Issues	Julie Garrett
July	6	Dissociative Disorders	Dr. Rick DeMier
July	13	Psychological Autopsy	Dr. David Reuterfors
July	20	The Debate on Repressed Memories	Dr. Rick Frederick
July	27	Criminal Personality	Dr. David Schlink
August	3	Hostage Negotiation	Dr. Dave Reuterfors
August	10	Treatment/African Americans	Derrick Gervin
August	17	Juvenile Issues	Dr. David Mrad
August	24	Private Practice	Esther Rollen
August	31	Open	
September	7	Licensure Exam Preparation	Post Doc
September	14		Post Doc
September	21	Open	

## **APPENDIX C**

### **EMPLOYMENT OPPORTUNITIES FOR THE BUREAU OF PRISONS**

For over twenty years the Bureau of Prisons has relied upon the psychology internship program to provide a large portion of the number of entry level clinical and counseling psychologists required to meet staffing needs. Many of the psychologists currently employed by the Bureau of Prisons began their careers after completing internships with us.

Projections include a near 100% increase in the inmate census over present levels by 1995. It is estimated that an additional 70 psychologist positions will be created partly in response to the mental health needs of those new federal prisoners. While we do not promise jobs automatically for those who are accepted into the internship programs, we prefer to hire people who have already proven themselves to be competent practitioners in correctional environments. Therefore, we look to our intern classes first in making employment offers.

Newly selected staff generally start at the GS-11 salary level (\$41, 834: 2000 figures). However, particularly well-qualified individuals may be offered higher starting salaries. Upon successful completion of the first year, psychologists are routinely upgraded to the GS-12 level (\$50, 139). Subsequently the GS-13 level (\$59,623 - 77,507) and GS-14 (\$70,457 - 91,589) levels may be available. If a psychologist applies and is selected for a position at another institution, moving expenses may be reimbursed by the agency. Some staff psychologists become Chiefs of Psychology at institutions within a few years of joining the Bureau. Other career tracks include heading chemical abuse or internship programs and administrative positions.

Psychologists enjoy a great deal of professional autonomy in the Bureau. We are the main providers of mental health services and our departments are for the most part successful in maintaining complementary, collegial interrelationships with psychiatrists. Psychologists in the bureau are routinely involved in forensic evaluations for the Federal Courts, psychological evaluation of candidates for the Federal Witness Protection Program, chemical abuse treatment programs, suicide prevention programs, crisis intervention response teams for trauma victims, predoctoral internship training programs, employee assistance programs, inpatient mental health programs, staff training, and research.

Annual continuing education, funded by the Bureau, is guaranteed as part of each psychologist's professional development program. Many psychologists attend seminars, workshops, or the annual APA convention. Considerable latitude is allowed to the individual in making his/her choice.

Psychologists also have the opportunity to choose the part of the country (given the availability of positions) and the type of facility (maximum, medium, or minimum security) in which they wish to work. Those liking more traditional settings may prefer the United States Medical Center for Federal Prisoners in Springfield, Missouri, the Federal Medical Center in Rochester, Minnesota, the Federal Correctional Institution in Butner, North Carolina, the Federal Medical Center in Devins, Massachusetts, the Federal Medical Center in Carswell, Texas or the Federal Correctional Institution in Lexington, Kentucky (each of which have inpatient and forensic units).

As federal employees, all new psychologists are covered by the Federal Employee Retirement System, a pension plan which includes several attractive options for sheltering extra income similar to a

Keough plan. Bureau employees may retire after twenty years, provided they have reached the age of 50, or at age 45 with 25 years and receive a full pension. The Bureau of Prisons is an Equal Opportunity Employer. However, in accordance with Public Law 39-350, applicants for entry level staff position must be under the age of 35 at the time of appointment with waivers possible through age 39.

APPENDIX D  
APPIC MATCH POLICIES  
Adopted July 8, 1998

**"Reprinted with Permission"**

*Adherence to these policies is a condition of membership in APPIC*

*For 1998-99, the Rank Order List Submission Deadline is February 3, 1999.  
The results of the Match will be released on February 22, 1999.*

1. **These policies apply to all participants of the APPIC Internship Matching Program, including APPIC member internship programs, non-APPIC member internship programs, and student applicants.**
  - a. All participants will abide by their agreements with APPIC for participation in the Internship Matching Program.
  - b. These policies supersede the APPIC Policies for Internship Offers and Acceptances.
  - c. An internship program must offer all of its internship positions through the APPIC Matching Program.
2. **These policies must be made known to all students participating in the APPIC Internship Matching Program and to all others affected by these policies.**
  - a. Internship program must include a copy of these policies in internship materials sent to applicants.
  - b. Internship programs must include the following statement in their brochure: This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept or use any ranking-related information from any intern applicant.
  - c. Directors of internship programs must ensure that all people involved in recruiting or selecting interns are familiar with these policies, the need to communicate policies to applicants, and the importance of adhering to the policies.
  - d. Directors of academic training programs (universities and professional schools) whose students intend to participate in the APPIC Internship Matching Program are requested to ensure that these policies are understood and adhered to by their students.

3. **Internship program directors must inform those applicants who are no longer under consideration no later than ten days prior to the Rank Order List submission deadline.**
  - a. Students who remain under consideration may be notified that they remain under consideration after others have been excluded.
  - b. An internship program, at its option, may choose to provide applicants with information about the size of the applicant pool.
  - c. No other ranking information may be communicated to applicants prior to the Rank Order List submission deadline.
4. **Internship program may not communicate any ranking-related information to applicants prior to the Rank Order List submission deadline.**
  - a. The *only* information that agencies may communicate to applicants prior to this time is whether or not the applicant remains under consideration for admission (see item 3). The spirit of this item precludes any communication of any applicant's status prior to the time above, however, "veiled" or indirect such communication might be.
  - b. Internship programs may not solicit, accept, or use any information regarding an applicant's ranking of programs.
  - c. An applicant may not solicit any information regarding a program's ranking of applicants.
  - d. Any ranking information which is communicated between an applicant and a program, whether or not such communication is a violation of these policies, is non-binding and may be changed at any time prior to the Rank Order List submission deadline. The only binding rankings are the confidential Rank Order Lists which are submitted to the APPIC Internship Matching Program.
5. **The results of the APPIC Internship Matching Program constitute a binding agreement between the applicant and the program that may not be reversed unilaterally per either party.**
6. **Internship program directors should document their agreement with each matched applicant in a letter postmarked no later than 72 hours following receipt of the Match results.**
  - a. The letter should be addressed to the applicant and should include confirmation of conditions of the appointment, such as stipend, fringe benefits, and the date on which the internship begins.



- b. A copy of that letter should be sent simultaneously to the applicant's academic program director.
- c. Internship program directors are encouraged to contact matched applicants by phone as soon as possible after receiving the Match results.
- d. It is not necessary for internship program directors to contact applicants with whom they have not been matched.

**7. Programs who receive their Match results and have one or more positions left unfilled may then make other direct offers of admission (verbal or written) to applicants who remain unmatched. Applicants who receive their Match results and who remain unmatched may then receive other direct offers of admission.**

- a. Failure to receive timely notification of the match results, for any reason, does **not** constitute a release from the Match.
- b. No action to fill positions remaining unfilled is to be taken prior to 12:00 noon Eastern Standard Time on the day that the Match results are released.
- c. Applicants should be prepared to accept or reject such offers quickly, since most other deliberations should have already taken place.
- d. Programs may legitimately place short but reasonable deadlines for responses to such offers.

**8. Applicants who detect violations of these policies by a program are urged to request compliance with APPIC policies from the program representative.**

- a. Applicants are encouraged to immediately report any problems unresolved after such request to his/her academic program director.
- b. Academic program directors are urged to contact internship training directors immediately regarding such unresolved problems.
- c. Such compliance problems should be resolved through consultation among applicant, internship program, and academic training director whenever possible.
- d. Problems not amenable to resolution through such consultation should be reported as soon as possible to the APPIC Standards and Review Committee at the address listed at the end of this document.

- 9. Internship directors who become aware of violations of these policies on the part of students, academic training directors, or other internship directors are urged to immediately request compliance with these policies.**
- a. Internship directors are urged to contact academic training program directors immediately regarding problems that remain unresolved after such a request for compliance.
  - b. Internship program directors who become aware of violations of these policies by other internship programs should urge the applicant and academic training directors involved to follow the procedures outlined in 8 a-d above, and/or directly contact the other internship director.
  - c. Such compliance problems should be resolved through consultation among applicant, internship programs, and academic training director whenever possible.
  - d. Failure to resolve compliance problems through consultation should be reported to the APPIC Standards and Review Committee.
- 10. All reported violations of these policies will be considered by the APPIC Standards and Review Committee (ASARC). ASARC policies are described in the APPIC Directory. Violations of these policies should be reported to:**

**Chair, APPIC Standards and Review Committee  
733 Fifteenth Street, N.W.  
Suite 719  
Washington, DC 20005-2112  
(202) 347-0022**

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**NOTE:** APPIC members, and non-APPIC members who participate in the Match, may reprint the APPIC March Policies in their program materials and brochures by stating "Reprinted with Permission."

## **APPENDIX E PAST INTERNS**

### **1996 - 1997**

Wess Baugh  
Victoria Buzzanga

Gregg Gambone  
Elizabeth Hader

University of Arkansas  
University of Missouri -  
Kansas City  
Rutgers University  
The University of Toledo

### **1997 - 1998**

Mike Fogel

Patricia Hart  
Joe McEllistrem

Lea Ann Preston

Illinois School of Professional  
Psychology  
University of South Dakota  
California School of  
Professional Psychology - San  
Diego  
Southern Illinois University

### **1998-1999**

Robert Cochrane  
Sharon Mockenhaupt  
Karin Towers

Paul Zohn

1999-2000  
Kelly Ball

Russell Cherry

Sharon Ishikawa  
Marie Roman

Wright State University  
Forest Institute of Psychology  
Allegheny University of the  
Health Sciences  
University of Montana

Minnesota School of  
Professional Psychology  
Minnesota School of  
Professional Psychology  
UCLA  
California School of  
Professional Psychology

## **POST DOCTORAL FELLOWS**

### **1996-1997**

Bonnie Brown

CSPP- San Diego

### **1997-1998**

Michelle Hoy

CSPP-Alameda

### **1998-1999**

Lea Ann Preston

Southern Illinois Univeristy

## **APPENDIX F**

### **SPRINGFIELD AND SURROUNDING COMMUNITY**

Springfield, "The Queen City of the Ozarks," is one of the lowest overall cost-of-living communities in the nation. The city has a broad economic and industrial base. Since Springfield adjoins major recreational and vacation attractions to the south, tourism services are extensive. The community has five colleges and a major university (Southwest Missouri State University, with a current enrollment of over 18,000 students). A variety of recreational opportunities exist for enthusiasts of outdoor activities such as canoeing, fishing, and hiking. Numerous lakes are within easy driving distance of the city. The area provides some cultural attractions such as the Springfield Symphony, Springfield Regional Opera, Springfield Little Theater, and Springfield Ballet. The community has two enclosed shopping malls in addition to numerous open-air shopping centers.

Springfield, as the third-largest city in Missouri, has shown consistent economic growth. It provides many of the conveniences of much larger cities, without the various common aggravations associated with living in larger communities. The city truly provides opportunities for having a comfortable style of life.